

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

EXECUTIVE COMMITTEE MINUTES

Wednesday, November 12, 2025

CLA Building, 98, P2-8

Zoom Link: <https://cpp.zoom.us/j/83498039145>

Zoom ID: 834 9803 9145

Passcode: executive

Attendees: Greg Barding, Aaron Cayer, David Edens, Ghada Gad, Peter Hanink, Rita Kumar, Kelly Min, Brian Newman, Dennis Quinn, Julie Shen, Faye Wachs, and Gerd Welke.

Guests: John McGuthry, Interim President Levine and Provost Gomez

1) Minutes

Executive Committee Meeting Minutes from October 29, 2025

There was no discussion.

Senator Quinn motioned to approve the meeting minutes. Senator Edens second.

M/s/p to approve the Executive Committee Meeting Minutes from October 29, 2025.

2) Chair's Report

Executive Committee Meeting on December 10, 2025, to discuss Area 6.

Area 6 Conflict and Impasse Process

- **Special Meeting Request:** Chair Hanink requested a **special meeting on December 10th**. This meeting is needed to handle an issue "coming up the pike". The chair asked attendees to keep December 10th open, noting that hopefully, it won't be needed, but it probably will be. The meeting, if held, would likely be focused on one issue and relatively short. An attendee suggested that due to the nature of the issue (personnel matter), they would prefer the meeting to be in person.

B. Area 6 Conflicts Ethnic and Women's Studies (EWS) Department: The issue concerns **Area 6 and conflicts** between the EWS department and other departments that have proposed Area 6 courses.

- **Course and Faculty Rejection:** Every single Area 6 course proposed outside of the EWS department has been "shot down." Additionally, a number of faculty members proposed to teach Area 6 courses have been rejected.
- **Context of Rejection:** Current policy gives EWS a role in the decision. EWS has been denying courses and denying qualifications to faculty from outside EWS, including cluster hires who "ostensibly were hired to teach these courses."
- **Grievances and Impasse:** A number of grievances have already been filed. The issue is anticipated to lead to an **impasse**.
- **Impasse Procedure:** The process for cross-listed courses (which CSU guidance envisions for Area 6 courses) begins with the deans and AVP Laura Masa gathering information.
 - a. If the impasse is not resolved, a conflict concerning a GE course comes to the **Academic Senate** for resolution.
 - b. If the impasse concerns "miscellaneous issues" (interpreted to include personnel and staffing), policy dictates that the Executive Committee (EC) makes the decision.
- **Urgency:** The EC may have to decide if faculty members are qualified to teach these courses. This is urgent because these faculty members are already assigned to teach in the spring and need to know their assignments.
- **Grievances:** The grievances filed are expected to be workload-related due to faculty entitlements to these classes. It was noted that using grievances to solve department-on-department conflict is "a really bad way to solve this problem".
- **Denial Rationale:** While the underlying reason is suspected to be EWS trying to protect its FTEs, the stated rationale is that faculty are "**not qualified**" or that EWS is "very concerned about ethnic studies pedagogy being watered down". The Provost later agreed that the conflict is related to departments trying to protect their FTEs.
 - a. Emails regarding qualification denials typically state, "you are not qualified to teach this" with no justification given.
- **ESFIC Role:** The Ethnic Studies Faculty Implementation Committee (ESFIC) set up processes where professors had to submit their curriculum, syllabus, and qualifications. ESFIC used a rubric and made recommendations. However, ESFIC is only a recommending body. ESFIC had approved courses and professors, but the Ethnic and Women Studies Department subsequently voted them down.
- **Scope:** Three impasses have been officially filed regarding curriculum, with a possible fourth pending; there is at least one personnel issue, possibly five. The issue impacts both adjuncts (lecturers) and predominantly tenure-track faculty.
- **California Faculty Association (CFA) Role:** Grievances are coming to the CFA, but resolving the issue through the Senate is preferred.
- **Impact on Social Sciences:** This is an "enormous problem" for the social sciences, which were encouraged to partner with ethnic studies after being "pushed entirely out of lower division GE".
- **Cluster Hires Context:** Multiple cluster hires were intended to teach in Area 6, but they are now struggling to find assignments, potentially negatively impacting their RTP. EWS had been invited to participate in the cluster hire searches but declined, citing workload.

- **Impasse Policy:** The relevant impasse policy was voted on by the Senate in 2010 and is in the University Curriculum Guide.
- **Future Actions:** Between now and December 10th, the deans and Dr. Laura Masa will meet with the departments to seek resolution.
- **Structural Referrals:** Potential referrals for structural changes include: 1) defining the GE Area 6 approval process and the role of ethnic studies; 2) defining the Senate's role in approving the curriculum guide; and 3) defining and clarifying the consultation process.
- **Statutory Guidance:** The CSU has clarified that the ethnic studies law is silent on personnel issues and that **GE does not belong to any one department**; the Senate retains the role in approving GE. The statewide senate is preparing a resolution to protect the integrity of Area 6.

3) Vice Chair's Report

AA-004-256 Request for a New Mode of Teaching (Online Lecture + In-Class Exam) – REVISED

Duplicative Referral: Referral AA-004-256 was resubmitted after sensitive information was removed. It is almost identical to one submitted by Dr. Kevin Autry, Chair of the Psychology Department, that is already in committee. The new referral is from Math. The recommendation was to put the referral on hold and contact the author to see if they want to co-sign the existing referral or add new elements. A motion to table the referral was made and approved while Vice Chair Barding consults with the author.

Senator Shen motioned to table. Senator Newman second.
M/s/p to table AA-004-256.

AP-007-256 Abbreviated Program Review for College of Engineering BS Programs

This program review was recommended to move forward to the committee. The review is abbreviated because Engineering has ABET review, but the university-wide assessment requirements differ from those covered by ABET.

Senator Quinn motioned to send referral to committee. Senator Edens second.

M/s/p to send AP-007-256 to the Academic Programs Committee.

AP-008-256 New Exercise Science Option in the BS in Kinesiology

This proposal creates a new Exercise Science option. It is crucial because Cal Poly

Pomona must have an accredited exercise science program for students to sit for certain post-graduation exams related to athletic training and other M.S. programs. The program was accredited last fall following a site visit, and this referral formalizes the required curriculum changes. There was no discussion.

Senator Shen motioned to send referral to committee. Senator Newman second.

M/s/p to send AP-008-256 to the Academic Programs Committee.

General Education (GE) Referrals: Vice Chair Barding reviewed 19 GE referrals. None were controversial or Area 6 courses. The referrals include a mix of new GE courses, existing courses seeking GE credit (e.g., Psychology 2201), and courses that used to fall under Area E. It was noted that it is within the GE committee's purview to decide which courses move forward. A motion to send all 19 referrals to committee was made and approved.

There was a motion by Senator Shen to consolidate GE-003-256 through GE-021-256. Senator Welke second.

- GE-003-256 AMM 2350 – History of Fashion (New GE Area 3A or 3B)
- GE-004-256 ARC 1010 – Introduction to Architectural Design Theories and Methods (New GE Area 3A)
- GE-005-256 BIO 1030 – Beyond the Needle: Vaccine Science, Trust, and Public Health (New GE Area 5B)
- GE-006-256 COM 4244 – Artificial Intelligence, Media, and the Future of Technology (New GE Area 5D)
- GE-007-256 ENG 3230 – Bilingualism: Language, Culture, and Cognition (New GE Area 4C)
- GE-008-256 FRL 1231 – Quantitative Introduction to Personal Finance (New GE Area 2)
- GE-009-256 HRT 2060 – Leisure and Human Behavior (New GE Area 4A)
- GE-010-256 HRT 2070 – Festivals, Rituals, and Celebrations in Contemporary Age (New GE Area 4A)
- GE-011-256 HRT 2650 – Race, Work, and Travel in the Hospitality and Tourism Industry (New GE Area 4A)

- GE-012-256 HRT 3130 – The Social Life of Coffee: Culture, Trade, Sustainability (New GE Area 4C)
- GE-013-256 HRT 3600 – Food Waste and Sustainable Future (New GE Area 4C)
- GE-014-256 HRT 4550 – Critical Issues in Global Food Systems (New GE Area 4C)
- GE-015-256 IGE 3700 – Apocalypse! The End of the World Across Time and Cultures (New GE Area 3C)
- GE-016-256 LA 4441 – Critical Mapping in Fire Ecology (New GE Area 4C)
- GE-017-256 LS 2112 – Landscape, Place, and Power in California (New GE Area 3B or 4A)
- GE-018-256 MU 4230 – The Music, Business, and Culture of Hip-Hop (New GE Area 3C or 4C)
- GE-019-256 PLS 2040 – Introduction to Political Thought (New GE Area 3B)
- GE-020-256 PSY 2201 – Introduction to Psychology (New GE Area 4A)
- GE-021-256 LS 4100 – Critical Data Literacy (New GE Area 4C)

Senator Shen motioned to send GE-003-256 through GE-021-256 to committee. Senator Welke second.

M/s/p to send GE-003-256 through GE-021-256 to the General Education Committee.

4) Reports

There were no reports.

5) Old Business

The Executive Committee appointed the following faculty member to the Search Committee for the Dean of the College of Professional and Global Education – Second Call

- Gabriel Davidov-Pardo (AG)

6) New Business

There was no new business.

7) Discussion

Academic Senate Office: Student Assistant Update

Chair Hanink provided an update regarding the hiring of a student assistant for the Senate Office: the Handshake ad is being finalized, Casandra Horner, Coordinator, is expected to lead the interviews, and the hope is to have someone in place for the spring semester.

Interim President Levine and Provost Gomez Visit

President Levine and Provost Gomez joined the meeting.

A. AVP Position Transition presented by John McGuthry: John McGuthry, Vice President IT & IP/Chief Information Officer (CIO) informed the committee that effective January 1, 2026, the position held by Jeanette Baez, Ed.D. (Assistant Vice President for Institutional Research Planning and Analytics, currently MPP2) will transition to an **Associate Vice President** (MPP3 position). This adjustment will ensure the role aligns with similar roles in the CSU and other AVP positions reporting to the CIO.

B. CSU "Systemness" and "Campusness" The Provost discussed a broader CSU-level move toward "systems".

- **CSU System Examples:** centralized procurement ("one buy"); moving HR benefits functions to the Chancellor's Office; sharing Title IX investigators across campuses; and regional compacts (e.g., Sonoma, East Bay, San Francisco State sharing a CFO).
- **Goal:** Provide stronger advocacy opportunities and cost savings for the CSU.
- **Internal "Campusness":** The university is starting conversations internally about reducing self-imposed barriers, such as difficulties sharing tenure-track faculty or staff across colleges/divisions.
- **Concerns:** An attendee expressed caution, noting that while synergy is good for cost savings, creating diversity and separateness is also important. Concerns were also raised about high turnover in shared positions and the difficulty of staff members having to "switch gears".
- **Workload and Stipends:** Concerns were voiced that if staff positions are cut for cost savings (e.g., through the Voluntary Separation Incentive Program, VSIP), they never return, leading to significantly overworked staff. The Provost agreed that staff taking on additional roles should be compensated with an "additional stipend".
- **Interdisciplinarity:** Faculty noted significant hurdles (related to FTEs, scheduling, and ownership) in achieving interdisciplinary goals, despite the recognition that interdisciplinarity is "the wave of the future". The Provost acknowledged that the university needs to find ways to address these self-imposed barriers, such as offering more flexibility in RTP documents for faculty joint appointments.

C. Area 6 Conflict and Capacity The Provost and President addressed the Area 6 impasse.

- **Hiring Authority:** They stressed that personnel decisions regarding instructional assignments are governed by the CBA (Article 20.2B). The actual hiring is done by the **Dean** (the designated administrator) in consultation with the department chair.
- **CBA Conflict:** The current practice where EWS is vetting faculty from other departments (often denying qualifications) is out of alignment with the CBA. Setting up ad hoc personnel committees would expose the university to challenges it "would not win".
- **Resolution:** The CBA dictates that the joint decision-making for cross-listed courses should occur between the two department chairs. If an impasse occurs, the EC will have to decide on personnel issues. The goal is de-escalation and cultural change, not just imposing unilateral policy fixes.
- **Capacity:** Over **5,000 students require Area 6**, and current capacity is insufficient. The estimated supply for spring is around 800 seats.
- **FTE Issue:** EWS is concerned about declining majors and losing FTEs if courses are taught outside their department. The Provost suggested leveraging programs like **Summer Boost** to allow EWS faculty to meet the backlog demand and offset small major classes by offering larger GE classes.

D. Scheduling (Architecture Deviation) The Provost explained the recent decision to deny further deviations from the standardized course schedule (e.g., Monday/Thursday modules used by Architecture).

- **Reason for Change:** The non-standard modules resulted in cohorted students being blocked from required first-year GEs (math, written communication), forcing them to take them at community college, which is "unacceptable".
- **Heads-up:** The college dean was advised of this change early last year, allowing a long "runway" to address it. The change does not require curricular redesign, only schedule adjustments.
- **Space:** The changes are also necessary to maximize space usage across campus, especially given recent growth.
- **Centralized Scheduling:** The university is moving toward centralized scheduling to address Administrative Support Coordinator (ASC) workload. A pilot program is underway with Engineering. The Provost committed to prioritizing one-time dollars to help address this multi-year challenge.

E. University Services (Printing) Students are currently required to pay for printing in the library, which is raising concerns as they previously printed for free at cultural centers.

- **Financial Aid Barrier:** An attempt to solve this by giving students free \$5 printing cards was blocked by federal financial aid policy, which stated the cards might affect a student's award.
- **Resolution:** The university is working to find a way around the compliance issues, potentially by redirecting one-time funds to the library so that students can receive free printing there.

F. MPP Hires: The hiring for the two MPP positions that report directly to the President (CFO/VP for Administrative Affairs and Strategic Communications leader) is being held until the new president is in place. Other MPP hiring decisions are being made at the VP level.

Adjourned @ 4:41 PM